



## 2007 LEGISLATIVE SESSION WRAP UP

As usual, this year's legislative session addressed many issues of interest to employees. Here is a quick summary of each bill that had implications for our human resource management system.

<b><u>Compensation</u></b>		
SB 228	Lyle W. Hillyard	<b><u>State Agency and Higher Education Compensation Amendments:</u></b> The legislature approved a 3.5% cost of living adjustment (COLA) for all employees and agreed to pay the state's portion of the increased cost in health care benefits. This bill provides funding for these COLA and the insurance costs. Additional monies were given to agencies to address "hotspots" where compensation is an issue such as severe compression problems, hard to recruit positions or turnover. It also includes intent language for market comparability adjustments for attorney general investigators and attorneys, highway patrol officers and correctional officers. These provisions will be effective on June 30, 2007.
HB 76	DeMar Bud Bowman	<b><u>Public Safety Dispatcher Compensation:</u></b> This bill requires that the salary survey for dispatchers be based on the three largest special districts or public entities employing public safety dispatchers.
HB 2	David Clark	<b><u>Executive Compensation Revisions:</u></b> This is the first of three bills that change how the state manages executive compensation. This bill increases the salary range of the state auditor by 3%.
HB 304	David Clark	<b><u>State Treasurer Compensation:</u></b> This bill sets the salary of the state treasurer at 95% of the governor's salary. This is the same formula that was adopted last year to set the salary for the Lieutenant Governor and the Attorney General.
SB 196	Curtis Bramble	<b><u>Executive Compensation Amendments:</u></b> This bill will create two groups of executives for compensation purposes. Those who are full time board and commission members and the executive directors who report to them will have a salary range set at 90% of district judges. All others will be on a single salary range. The governor is given power to place appointed executives on these ranges at his discretion. DHRM is responsible for recommending a compensation plan based on market analysis.
<b><u>Benefits</u></b>		
HB 7	David Clark	<b><u>Post-Retirement Benefits Trust Fund :</u></b> This bill creates a trust fund to pay for the employer portion of the cost of the sick leave retirement benefit. A board of trustees chaired by the State Treasurer is established to invest and manage the fund. Monies will come from labor additive rates established by the trustees, interest from investments and other undefined revenues. This trust fund will ensure that monies are available to pay the escalating costs of this program for our retirees.



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### Benefits, cont.

HB 21	Merlynn T. Newbold	<u>Public Safety Retirement Conversion Window:</u> This bill provides a conversion window between the Public Safety contributory and non-contributory systems beginning on July 1, 2007 and ending on December 31, 2007.
HB 377	John Douglas	<u>Retirement Benefits Amendments:</u> This bill generated a lot of interest among employees. It <b>did not pass</b> the Senate and died on the last day when the session adjourned. This bill would have allowed new employees of the Department of Technology Services the opportunity to choose the current pension retirement plan or a 401(k) savings retirement plan. The employer contribution rate for the savings plan would be set at 15.72%. Look for this idea to be studied by the legislature during the interim period.

### HR Policy

HB 316	Rebecca D. Lockhart	<u>Expansion of Career Service to the Office of Attorney General:</u> This bill expands the current career service system in the Office of the Attorney General to include all employees in the Office of the Attorney General. These employees will no longer be covered by the state career service system but will now be part of the Attorney General career service system.
HB 260	Glenn A. Donnelson	<u>Post Retirement Employment:</u> This bill amends the provisions of the retirement system for rehiring a retired state employee. Agency is redefined to exclude a subunit of an entity that is considered an agency such as a department, institution, office, commission etc.